

STAT

DCI/ICS 86-4410

24 December 1986

MEMORANDUM FOR: Acting Director of Central Intelligence

FROM: Lt Gen Edward J. Heinz, USAF
Director, Intelligence Community Staff

SUBJECT: Intelligence Personnel Systems Report for the Congress

1. Action Requested: That you sign the attached two letters (Attachment A) forwarding a Congressionally directed report (Attachment B) on intelligence civilian personnel systems to the Speaker of the House and the President pro tem of the Senate.

2. Background: Section 507 of the FY 1987 Intelligence Authorization Act contains a provision that requires a joint DCI-SecDef report covering the personnel systems of CIA, NSA, DIA, and the civilian intelligence personnel of the military services (Attachment C contains relevant Congressional Record excerpts). The report must be UNCLASSIFIED and submitted to Congress not later than 3 January 1987.

The report is to address five broad areas of interest:

- ways that various systems differ from the competitive service and from each other;
- specific features of each system to ensure compliance with merit system principles;
- unique compensation features;
- employee termination authorities that allow no appeal outside the agency or department; and
- recruitment and retention problems.

Attachment B was prepared by my Planning and Policy Staff, based on inputs from a working group chaired by the Acting Director of that staff. CIA, NSA, DIA, and Army INSCOM (representing all three services) participated actively, as did a representative from OGC/CIA. The report has been coordinated with the appropriate personnel offices in all these organizations. It is


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SUBJECT: Intelligence Personnel Systems Report for the Congress




responsive to the Congressional request, and has been written with the object of providing a generalized description and account of the various personnel systems. Comments specific to each agency have been used mainly for purposes of illustration, example, or exception.

The Assistant Secretary of Defense/C³I is coordinating the report within OSD. After you have approved the report and signed the forwarding letters, the package will be transferred to Defense for signature by the Secretary or his designate (the appropriate signature block will be added by OSD). Defense has already begun its coordination process using a draft copy of the report, and has indicated approval through the Assistant Secretary level.

3. Recommendation: That you sign the two forwarding letters and return the package to ICS for further signature and distribution.


Edward J. Heinz
Lieutenant General, USAF

Attachments:

- A. Ltrs for signature 
- B. Personnel Report 
- C. Congressional Record excerpts 

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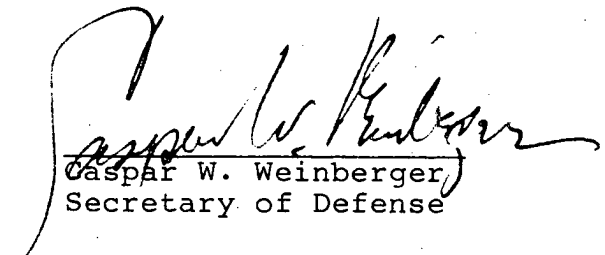
13 February 1987

Honorable Jim Wright
Speaker
U.S. House of Representatives
Washington, D.C. 20515

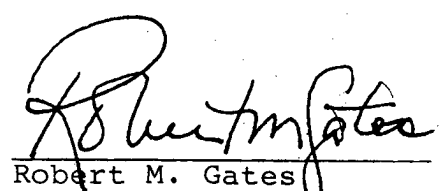
Dear Mr. Speaker:

Section 507 of the Fiscal Year 1987 Intelligence Authorization Act directs the Secretary of Defense and the Director of Central Intelligence to submit an unclassified report on civilian personnel systems by January 3, 1987. The enclosed report fulfills that requirement. The report describes the civilian personnel systems for officers and employees of the Central Intelligence Agency, the National Security Agency, and the Defense Intelligence Agency. It also describes the personnel systems for officers and employees established under section 1590 of Title 10, United States Code, as amended by section 504, for civilian intelligence personnel of the Military Departments.

Sincerely,



Caspar W. Weinberger
Secretary of Defense



Robert M. Gates
Acting Director of
Central Intelligence

Enclosure

SUBJECT: Letter to Speaker, U.S. House of Representatives, re Report on
Civilian Personnel Systems

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DCI/ICS/PPS : 13 February 1987

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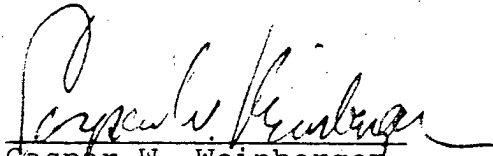
13 February 1987

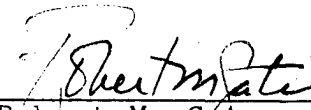
Honorable John Stennis
President pro Tempore
of the Senate
United States Senate
Washington, D.C. 20510

Dear Senator:

Section 507 of the Fiscal Year 1987 Intelligence Authorization Act directs the Secretary of Defense and the Director of Central Intelligence to submit an unclassified report on civilian personnel systems by January 3, 1987. The enclosed report fulfills that requirement. The report describes the civilian personnel systems for officers and employees of the Central Intelligence Agency, the National Security Agency, and the Defense Intelligence Agency. It also describes the personnel systems for officers and employees established under section 1590 of Title 10, United States Code, as amended by section 504, for civilian intelligence personnel of the Military Departments.

Sincerely,


Caspar W. Weinberger
Secretary of Defense


Robert M. Gates
Acting Director of
Central Intelligence

Enclosure

SUBJECT: Letter to President pro tempore re Report on Civilian
Personnel Systems

DISTRIBUTION: (DCI/ICS 86-4409)

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- Copy 7 - NSA [redacted] (w/o att.)
- Copy 8 - CIA [redacted] (w/o att.)
- Copy 9 - CIA [redacted] (w/o att.)
- Copy 10 - CIA [redacted] (w/o att.)
- Copy 11 - DIA [redacted] (w/o att.)
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